

Drawing the Line to Protect Teamster Jobs

Employers are looking to trim costs and cut Teamster jobs in 2009.

Our union needs an action plan to protect our job security.

In 2008, Teamster employers got the Hoffa administration to agree to record concessions. The same employers are gearing up to cut Teamster jobs in 2009.

Yellow Roadway Corporation is consolidating its operations in a move that will eliminate thousands of Teamster jobs.

UPS has announced plans to "right-size" in 2009.

With the economy slowing down, our union needs an action plan to protect Teamster jobs.

Drawing the Line at UPS

Wall Street's hangover and the economic slowdown have even hit UPS, where profits fell by 4.4 percent in the third quarter.

UPS still made \$1.6 billion in after-tax profits for the quarter. Not too shabby. But that hasn't stopped UPS from slashing full-time Teamster jobs—in a clear violation of the contract.

Our Teamster contract requires UPS to maintain 20,000 full-time "combo" jobs—full-time jobs that are created by combining two part-time jobs.

These are the jobs that our union won in the historic 1997 UPS strike.

But UPS is thousands of jobs

short of the 20,000 full-time combo jobs required by the contract. And every day management is eliminating more of these jobs.

President Hoffa has bragged that our union has a "Hammer" to stop employers in egregious cases like this: the Right To Strike on deadlocked grievances.

No one needs a strike, especially before the holidays (including UPS). What we do need is to send a clear message to every Teamster employer that our union is serious about protecting members' jobs.

Is it time to remind management that we've got the Hammer?

Forward in 2009

In tough times like these we need to defend our jobs and contracts. And we also need to look at where we can go on the offensive.

With a new President and Congress, the labor movement is going all out to win passage of the Employee Free Choice Act, which would make it easier for workers to form a union.

Teamsters need to be in the front lines of this fight. And we need to hit the pavement in drives to organize the nonunion competition. That's the best job security program of all.



Will Hoffa Use the Hammer To Defend Full-Time Jobs at UPS?

General President Hoffa has bragged that our union has a "Hammer" to keep employers from violating our contracts with impunity: the right to strike on deadlocked grievances. UPS is denying thousands of Teamsters their right to full-time jobs under the contract. Is it time to pull out the Hammer? **Page 4.**



Stand with Oak Harbor Freight Strikers

Support the more than 600 Teamsters who are on strike at our union's largest regional freight carrier: Oak Harbor Freight. **Page 3.**



Q&A on the IRB

Get answers to your questions about the Independent Review Board which was set up to investigate corruption in our union. **Page 10.**



TDU: Who We Are And Where We Stand

TDU unites Teamsters to put our union to work for the members. Find out what we've won and where we stand. **Page 2.**



Protecting Pensions in Hard Times

Defending our Teamster pensions and winning new rights is our best road to a secure retirement. **Page 9.**

Teamsters for a Democratic Union

Who We Are ♦ What We've Won ♦ Where We Stand

Teamsters for a Democratic Union is a grassroots organization of thousands of members across North America, working together to rebuild Teamster Power.

We're truck drivers, dock workers, warehouse workers, clericals—every kind of Teamster, and retirees and spouses, too.

We fight for good contracts and oppose concessions and benefit cuts.

We bring Teamsters together to enforce our rights and to hold union officials accountable to the members.

TDU is run by Teamsters for Teamsters. Our leadership body, the International Steering Committee, is elected each year at our TDU Convention.

Not controlled by any official and answerable only to the rank and file, we are an independent voice for working Teamsters.

For more than 30 years, TDU has been uniting Teamsters to put our union to work for the members. Find out what we've won and where we stand.

If you believe in rebuilding Teamster Power by getting members informed and involved, then Teamsters for a Democratic Union may just be the group for you.

Uniting Teamsters To Win Strong Contracts



TDU organizes contract campaigns—nationally and at the local level—to inform members about bargaining and unite Teamsters to win strong contracts and to enforce our rights on the job.

Education for Union Power



Information is power. TDU sponsors educational workshops to train Teamsters how to overcome apathy, involve members, enforce their rights and develop as union leaders.

TDU Takes on the Mob



When TDU was founded in 1976, the Teamsters Union was controlled by organized crime.

Teamster officials organized goon squads to try to intimidate working Teamsters. They spread lies to try to discredit the Teamster reform movement.

It didn't work. TDU grew.

Making History

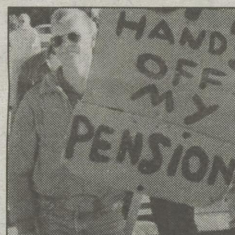


TDU members collected 100,000 petition signatures to demand the Right to Vote

We opposed concessionary contracts and ran reform slates for union office.

In 1989, the federal government tried to put our entire union under government trusteeship. TDU launched a campaign: No Mob Control, No Government Control, Right to Vote—and we won.

Protecting Our Benefits



TDU mobilized members to win 25 & Out pensions and record pension increases in the 1990s. Now we're fighting to protect those benefits from pension cuts.

Uniting Teamsters to protect our pensions and healthcare—and win quality benefits for all Teamsters—is a top priority of TDU.

A Strong Union Involves Everyone



TDU works to unite Teamsters of every race, gender, ethnicity, craft, industry, and local and to overcome differences that are used to divide Teamster members from each other.

We believe that our union leadership should reflect the membership and that a strong union involves everyone.

Right to Vote for Top Officers



TDU won the right for members to democratically elect our International Union officers—and the right to vote for Teamster Convention delegates. But we didn't stop there.

TDU won majority rule on contracts to stop union officials from imposing contracts that had been rejected by a vote of the members. We won the right to vote on contract supplements—a right members have used to defeat pension cuts and other concessions.

A New Direction for Our Union



TDU helped vote the old guard out of office in 1991 and started to put our union on the right track.

Under new leadership, our union reversed a 16-year decline in membership.

Mobilized members won the 1997 UPS Strike—labor's biggest victory in decades.

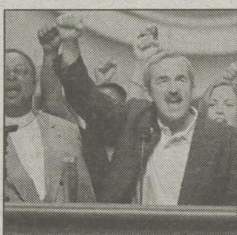
Fighting Corruption



TDU takes on Teamster officials who abuse members' trust by using our union to advance themselves, not the membership.

We oppose excessive and multiple salaries for officials that waste millions we could be spending to win strong contracts and organize new members.

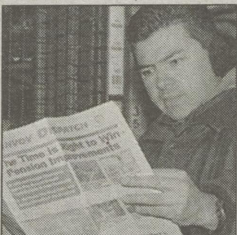
A Choice in Teamster Elections



TDU won the Right to Vote—and we use it. TDU members across North America work together to support candidates for International Union office.

Without TDU's national campaign network, Teamster members would not have a choice in International Union elections. Many TDU members are active in local elections—and have been elected to union office in some of the most powerful Teamster locals.

Watchdog and Independent Voice for the Members



TDU puts independent, factual information in members' hands and lets you decide.

TDU stands behind union officials—including the Hoffa administration—when our officers are taking action to build Teamster Power. When union officials fail to support the membership, we hold them accountable.

We are not always popular with union officials, but we are always factual and we never shrink from telling the truth.

Join TDU

TDU Membership Application

Name _____ Local _____ Company _____

Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

____ \$40 one-year membership and subscription to *Convoy Dispatch*

____ \$95 three-year membership

____ \$25 for spouses, Teamsters who gross less than \$22,000 a year, or retirees. Retired from Local _____

☐ Check or money order Date _____ Signature _____

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Return to TDU PO Box 10128, Detroit, MI 48210

Strikers Turn Up the Heat at Oak Harbor

Oak Harbor Freight is refusing to bargain in good faith.

Striking Teamsters are turning up the heat and making the company pay.

Over 600 drivers in Washington, Oregon, and Idaho have been on strike since Sept. 22 over unfair labor practices at the regional freight carrier.

Company revenue is down 35 percent since the beginning of the strike—and they have temporarily lost half their customers.

Striking drivers have sent roving pickets to follow Oak Harbor deliveries and picket their deliveries, and sympathetic

Teamsters have honored their picket lines.

Finding Allies

The union is also reaching out to community and student groups. Last month, strikers and United Students Against Sweatshops dropped a giant banner outside of The GAP's corporate headquarters—one of Oak Harbor's biggest customers.

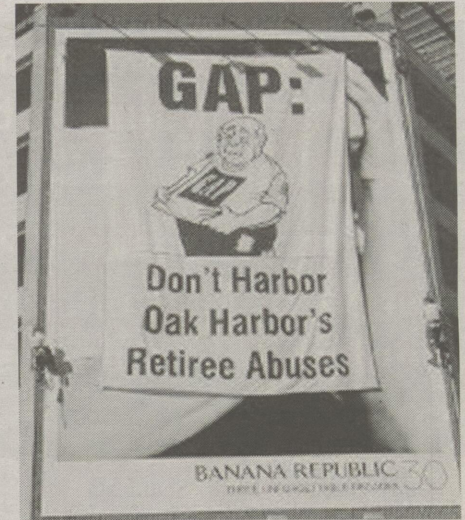
Oak Harbor Teamsters haven't had a contract since October 2007.

Management continues bargaining in bad faith, refusing to respond to union proposals, and demanding the elimination of retiree healthcare coverage.

Teamster officials met with management on Nov. 7. But according to reports, the company rejected most of the union proposals and didn't offer any counter-proposals.

The National Labor Relations Board is considering declaring the strike an unfair labor practice strike, which would prevent the company from permanently replacing strikers.

You can help. Go to www.tdu.org/oakhabor and take action to support the strikers.



Teamsters rappelled down a building outside of GAP headquarters.

Big Changes Coming Soon at Yellow Roadway

Our union needs to protect Teamster jobs and seniority as Yellow and Roadway merge their operations.

In November, Yellow Roadway is merging about 60 city terminals, after the Teamster Change of Operations Committee approved the move on Nov. 11.

Now the two big changes, that will impact some 35,000 Teamsters, will soon follow.

Two More Phases

In December, YRC will submit its proposed change for the next phase, which will be the merger of almost all pick-up and delivery operations. Management wants to implement that change in January.

Then will come the final step, a proposed change that will merge the break

bulks and road network. This is bound to be the most problematic, for the company and for the affected Teamsters. YRC wants implementation by March.

The first change established the rule that the dovetailed lists will include active and laid off Teamsters: the full seniority lists will be dovetailed, by classification of work.

The union leadership has been fully supportive of YRC's merger and moves to trim costs, including the loss of some 4,000 Teamster jobs that YRC hopes to eliminate in the merger.

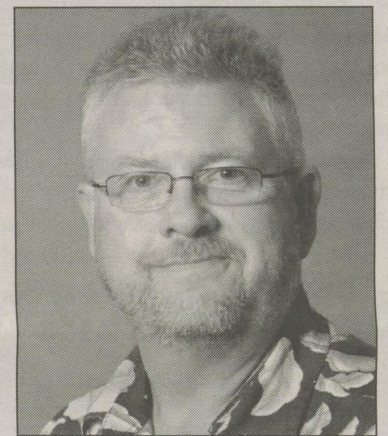
Now it is time for our union to carefully review the upcoming company proposals to protect Teamster jobs and seniority rights in the biggest trucking merger in history.

Needed: Strong Leadership

We all want to save good Teamster freight jobs and to see YRC prosper.

But YRC is going to look out for management's interest. We need our union leadership to protect our jobs, seniority, and working conditions in these tough times.

Chuck Deaver, Yellow Local 174, Seattle



DHL Cuts Thousands of Jobs

The worsening recession has claimed more victims, as the European transport giant DHL announced Nov. 10 that they are ending all domestic U.S. ground and air shipping. After January DHL will only pick up and deliver international shipments.

An estimated 80 percent of DHL Teamsters will lose their jobs. Many terminals already have 50 percent laid off.

The IBT gave DHL low-wage part-timers in the 2008 contract to help the company.

Hopefully UPS will pick up most of the DHL freight, rather than nonunion FedEx. But UPS has no obligation to hire the displaced DHL Teamsters.

The International Union is expected to

meet with management in mid-November over the massive shutdown. The International Union gave DHL low-wage part-timers in the 2008 contract to help the company become profitable.

The pull-out from the U.S. domestic market is devastating to the Wilmington, Ohio, area, where DHL employs 7,000 people at its U.S. hub. That hub was built in 2005 with the help of \$400 million in state and local incentives.

USF Holland

Contract Relief Tucked into Change of Ops

USF Holland got away with a contract change when the Teamster change of operations committee gave the green light to the company requiring road drivers to perform drop-and-hooks while yard personnel are on duty.

This provision was inserted into their Utility Change of Operations proposal, expanding the use of utility employees.

At 17 designated "Velocity Centers," the company can now have road drivers cross-dock freight and use road drivers to do yard work, even while yard switchers are on duty.

Harrisburg Local 776, which includes one of the 17 terminals, objected to that part of the deal, because it violates their contract. It was approved over their objection.



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How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

Make UPS Deliver Full-Time Jobs

Mary Seumaala went on strike in 1997 to win a full-time job at UPS. Now UPS has taken her full-time job away.

It's time to make UPS deliver for thousands of Teamsters who are being denied full-time jobs in violation of the contract.

Until recently, Mary Seumaala was working full-time at Boeing Field in Seattle. Today, this 18-year Teamster is working four hours or less a day.

With her son in the hospital, Mary was moved to an inferior company medical plan for part-timers.

And Mary is not alone. UPS has laid off forty Article 22.3 Teamsters in Seattle—and hundreds more across the country. In all, UPS is short-changing thousands of Teamsters out of full-time jobs.

Under the contract, UPS is required to maintain a minimum of 20,000 Article 22.3 full-time jobs nationwide. But many

of these jobs were never created. Other positions were never posted or filled after they went vacant.

This nationwide contract violation requires a nationally coordinated response. Instead the many grievances that have been filed on this issue are being treated on a case by case basis—and getting bogged down in grievance panels.

As usual the company is using the grievance procedure to stall and delay—rather than resolve the problem.

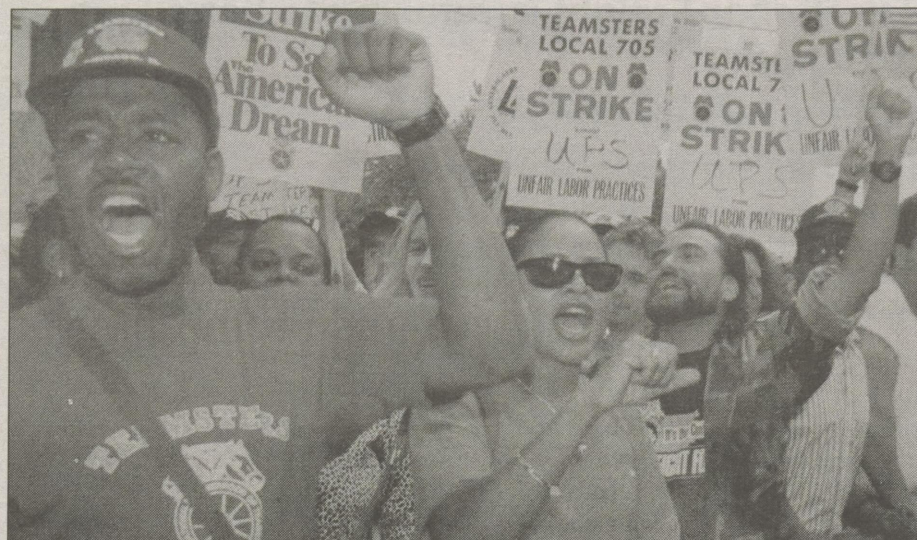
Hoffa Has the Hammer to Nail Down Full-Time Jobs

Fortunately our International Union has a major weapon that can break through company stonewalling and make UPS deliver the 20,000 full-time jobs guaranteed by our contract.

In the Central Region, the union has the right to strike over deadlocked grievances. When a grievance in the Central Region is deadlocked, the union has the right to strike—and to extend picket lines across the country. (Article 5, Section 3 of the Central Region Supplement.)

President Hoffa has rightly said that the right to strike on grievances gives our union a “Hammer” when the company is violating the contract and deadlocking grievances to avoid resolving the problem. That is exactly what is happening now.

Earlier this year, Chicago Local 705



UPS Teamsters went on strike in 1997 to win new full-time jobs. Now UPS is eliminating these positions. This national contract violation requires a nationally coordinated response.

invoked a similar right in its contract—and put the company on a 72-hour strike notice. UPS immediately came to the table and agreed to create 200 package car jobs and curb future violations of supervisors working.

No strike was necessary. What mattered was that the company knew that Local 705 was prepared to take strike action if necessary. With thousands of Teamsters being denied full-time jobs, our International Union needs to send UPS the same message.

None of us wants to strike. Fortunately, it is extremely doubtful that strike action would be necessary. UPS is not going to provoke a strike at peak season. But management will continue to drag their feet on grievances and deny thousands of Teamsters full-time work—if our union lets them get away with it.

Deliver Justice for the Holidays

UPS is not just refusing to create full-time jobs; they are rubbing the issue in our union's face.

Under the contract, the company had until February 2008 to give the

International Union a complete list of the 20,000 Article 22.3 full-time jobs. It is almost 2009 and the list that UPS has given to the Package Division is incomplete and includes many full-time jobs that do not exist.

It's time to remind UPS we've got the hammer and we're ready to use it.

Meanwhile the company is laying off long-time Article 22.3 full-timers and forcing them back to part-time. Under the contract, UPS is prohibited from laying off combo Teamsters unless the company is maintaining 20,000 Article 22.3 full-time jobs nationally.

The holidays are here. A recession is on. And our union's largest employer is denying full-time job opportunities to thousands of Teamsters who have a contractual right to a full-time job.

It's time to remind top UPS management that we've got the hammer and we're ready to use it.



I Need a Full-Time Job

“I'm a single mom with five kids. I need a full-time job.

“Under the contract, UPS has to maintain 20,000 full-time Article 22.3 jobs and they're not doing it. In my hub alone, there are dozens of vacant full-time jobs that UPS refuses to fill.

“All we want is for the company to live up to the contract and create the full-time jobs we're entitled to.

“UPS treats this like a game. But this is no game. These are our lives we're talking about.”

**Nicole Halliday
Local 150, Sacramento**

How to Document Full-Time Job Elimination



by Sam Bucalo
Elected Steward
Local 100
Cincinnati

Under the contract UPS had to give the International a list of the 20,000 Article 22.3 jobs the company claims it will maintain.

Our local union got a copy of that list from the IBT Package Division. My Steward Alternate and I found 11 jobs on the list that exist only on paper. That list includes workers that have moved to package car or feeder jobs. That list

even includes workers that have quit or been fired.

These 11 jobs are in my work area alone. I expect that other stewards will identify another dozen or more unfilled Article 22.3 jobs in other shifts and buildings. These are full-time jobs that belong to working Teamsters.

Some of these full-time jobs have been vacant for more than a year. During the same period, UPS has double shifted about 30 part-time workers to help cover the vacant jobs.

UPS Teamsters across the country should be asking our locals to contact the International Union and get the list of

full-time Article 22.3 jobs the company claims it has created in your area so we can document all the missing jobs.

I found 11 jobs on the list that exist only on paper—in my work area alone.

We've got to push our locals and the International Union to make UPS deliver every one of the 20,000 full-time jobs we are owed under the contract.

Stopping Excessive Overtime, Saving Teamster Jobs

Enforcing our 9.5 protections against excessive overtime can save Teamster jobs in a recession.

UPS made after-tax profits of \$1.6 billion in the third quarter. Brown is still the nation's largest transportation company and still incredibly profitable, thanks to hard-working Teamsters.

But with the economy slowing down, UPS is looking to cut jobs and squeeze us even more.

After reporting a drop in volume for the third quarter, UPS's Chief Financial Officer Kurt Kuehn told investor analysts, "We're working hard to right-size our network for 2009."

That's corporate-speak for reducing jobs.

It's happening already. UPS is cutting routes in some areas and forcing package car drivers to work unwanted excessive overtime.

Jobs on the Line

We don't have the power to tell the UPS how to run its business. But we do have the right to hold the company to the

contract.

Enforcing our 9.5 protections against excessive overtime is not just a matter of saving drivers' sanity and family lives. In a recession, it's a matter of saving members' jobs.

Winning excessive overtime/9.5 grievances has become a major problem under the new contract. While some 9.5 grievances are being paid, the company is deadlocking many more at the grievance panels.

UPS is claiming all kinds of exceptions that were not bargained in the contract. Management says that "high mileage" and "high density" routes are exempt from Article 37 and that drivers on those routes cannot file 9.5 grievances.

In some areas, the company has tried to argue that they will only pay excessive overtime grievances on a small percentage of routes.

UPS's goal in deadlocking grievances is to try to leverage new restrictions out

of the 9.5 Committee—a joint company-union committee created by the contract that has the power to make new rules governing excessive overtime.

The 9.5 Committee met in San Diego at the national grievance panel. But nothing was resolved.

That suits the company just fine. By deadlocking and stalling, management has successfully bought time while they violate the contract. Now we're in the November/December period when the 9.5 language does not apply.

New opt-in/opt-out lists are supposed to be posted for January when the issue of excessive overtime becomes even more serious. CEO Scott Davis told investor analysts that the company expects lower-than-usual volume next year.

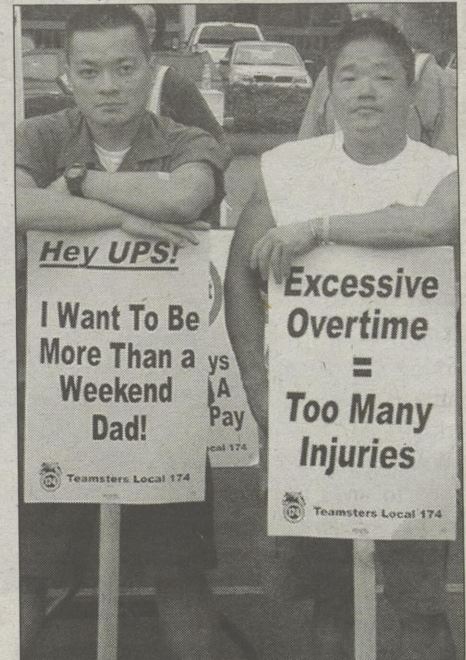
In 2009, our union needs to be more effective holding the company to the 9.5 language they agreed to in the contract. Or drivers will be forced to work excessive overtime, while other drivers are laid off.

Taking Action

Coordinated rank-and-file action, including grievances, can protect Teamster jobs. A recent example from Local 804 in New York shows how.

UPS reduced the route of a senior package car Teamster and shifted his work to other drivers. On some days, the 18-year senior driver was forced to work as a cover driver.

"Drivers got together and agreed to file 9.5 grievances if we were forced to work excessive overtime because packages were diverted to our trucks. If a driver was swamped with overflow packages, other drivers didn't volunteer to help out. If supervisors shuttled packages or made deliveries, we filed grievances on that," said shop steward Liam Russert.



Our union needs to be more effective holding the company to the 9.5 language they agreed to in the contract.

As a result, management restored the driver's route.

By working together and filing 9.5 grievances, Teamster drivers can reduce layoffs and save Teamster jobs in 2009. But we need the backing of the International Union at the grievance panels.

If the IBT keeps letting UPS stonewall, the price paid will be more layoffs.

If the International Union continues to let UPS stonewall 9.5 grievances, the price paid by working Teamsters won't just be more hours in the truck. It will be more layoffs.

UPS & Downs

New Contract Delivers Time Off In Chicago

In its new contract with UPS, Chicago Local 705 won an additional optional day. Teamsters with more than 30 years also won an additional vacation week.

After giving some drivers the extra optional day, management tried to claim it had made an error and that drivers wouldn't get the additional day until 2009.

Local 705 stood firm and the company backed down. Thousands of UPS Teamsters in Chicago are now enjoying extra time off this year.

UPS Volume and Our Right to Full-Time Jobs

UPS profits remain incredibly high—\$1.6 billion in the third quarter—but volume is down. Ground package volume is down just 2.8 percent compared to the same quarter last year. Next Day Air volume in the third quarter fell by 9.8 percent.

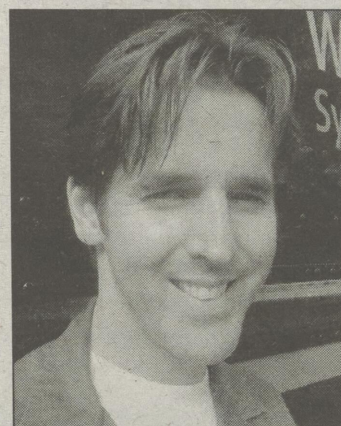
Management is using the drop in Next Day Air volume as an excuse for eliminating Article 22.3 full-time jobs. Many of the positions that have been eliminated involve the air operation. But the company doesn't have a leg to stand on.

The company tried to use the "loss of volume" argument to weasel out of creating full-time Article 22.3 jobs after the 1997 strike. Our union won that issue at arbitration and UPS not only had to create the jobs, they had to pay backpay too.

At that time, film director Michael Moore sent a debt collector to UPS to collect the full-time jobs on behalf of working Teamsters. Watch the video from *The Awful Truth* at www.makeUPSdeliver.org.

Fuel Surcharge: Coal in Customer's Stockings

UPS uses a two-month lag when adjusting its fuel surcharges. That means customers are paying a surcharge based on the price of gas two months ago when it was a dollar per gallon more expensive. You may not want to mention this when you're making your pickups.



Liam Russert
Steward
Local 804, New York

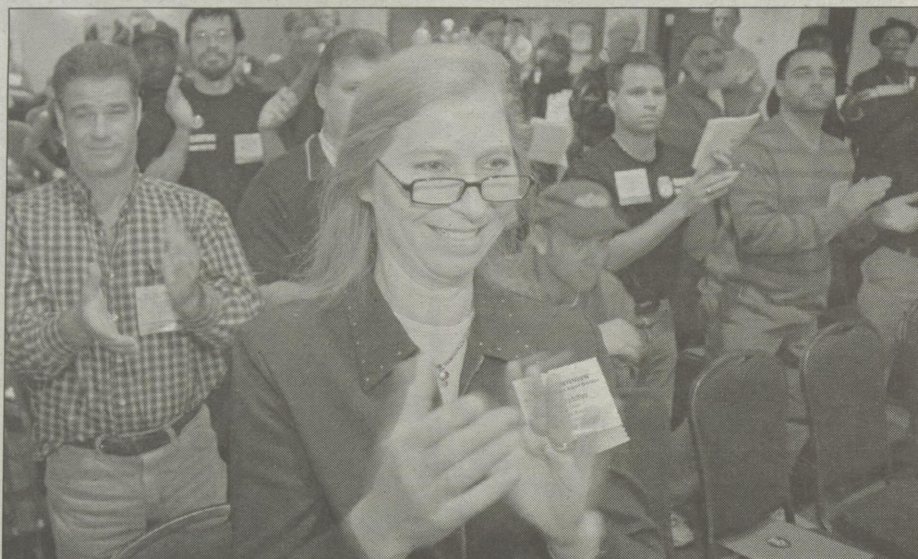
We Worked Together and Got a Driver His Route Back

"Drivers got together and agreed to file 9.5 grievances if we were forced to work excessive overtime because packages were diverted to our trucks.

"If a driver was swamped with overflow packages, other drivers didn't volunteer to help out.

"If supervisors shuttled packages or made deliveries, we filed grievances on that."

Rebuilding Teamster Power: 2008 TDU Convention Report



Teamsters came from across our union to Cleveland for the 33rd annual TDU Convention, Oct. 24-26.

Members heard from working Teamsters who are getting organized and making a difference in our union.

We reviewed our progress in 2008 and made our plans to build TDU and our union in 2009.

Navigating the Future of Our Union

How can we get our union back on the right track? That was the subject of the closing speech at the TDU Convention.

by Dan Campbell
Local 200
Milwaukee



Last Christmas my wife and I bought ourselves one of those GPS navigation devices.

The thing is pretty cool. You turn it on, it acquires the satellite and determines our location. Then you type in where you want to go and in just a few seconds it plots out the best route and starts talking.

"Turn left," "turn right," or "continue 42 miles to next exit."

And when you miss your turn or make a mistake it immediately says, "recalculating!" and then it plots out a course to get you back on track to your destination.

This type of device is what our union needs.

Our union has gotten way off course and it's our job to get it back on track.

Our union needs some way to know the truth about where it is and what it is doing, right or wrong. Then it needs to know where it is going. And if the union gets off course, it needs to know the best route to get back on track.

Well, you know friends, our union

actually has such a device—we call it Teamsters for a Democratic Union.

For 32 years it has been TDU members who have told the truth about where our union is and where it needs to go.

For 32 years it has been TDU who has plotted the best route for the union to achieve an active and educated rank and file.

For 32 years it has been TDU that has shown the way: "Turn left. Turn right. Continue straight ahead."

And for 32 years, when our union misses a turn or goes in the wrong direction it has been TDU that says loud and clear:

"Recalculating!"

And that is what we have been doing here in Cleveland for the last few days—recalculating.

A GPS for Our Union

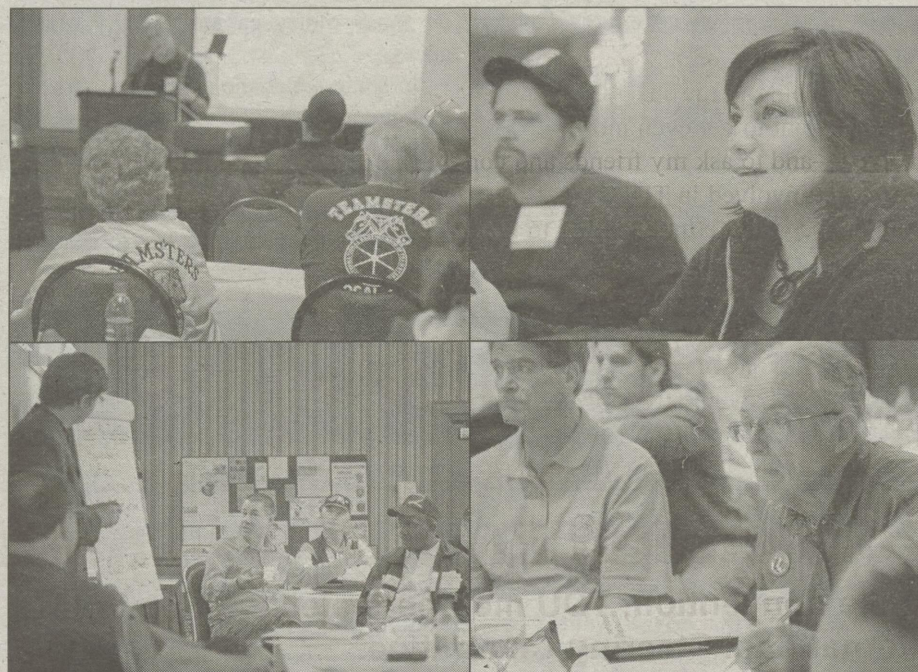
Our union has gotten way off course and it needs to get back on track.

Teamster members know this in every local union and they are frustrated, mad and looking for some help to get things back on course.

In every workplace, where things are not going as they should, there are Teamsters who want to do something about it.

Our goal, when we go back to our areas, is to find them, recruit them and ask them to join TDU.

We need their energy, ideas, enthusiasm and their voice. After all, how are we



Members participated in 18 different workshops and industry meetings on topics from grievance handling, bargaining, pensions, and organizing skills.

going to turn around this great union of ours without them?

How are we going to have the volume we need to shout "recalculating!" loud enough to be heard by our union officials?

Change Starts with You

So our goal for the upcoming year is clear.

Among all our activities that are so important the most important is go, find and recruit those thousands of new activists we will need to get our union back on track and going in the right direction.

Start with just one person. Ask them to

join TDU. It isn't that hard. You can do it.

In closing, I want to thank you all for coming to Cleveland in these hard times.

Be proud. For 32 years people just like you and I have kept the TDU going and growing.

For 32 years we have sat on the dashboard of the IBT yelling out:

"Turn left," "Turn right," or "Recalculating."

If there were no TDU who would do this?

Let's go out and build our movement stronger and louder in the coming year.

Keep recalculating and we will see you next year.

After the TDU Convention: We're Going Home to Build TDU

Building TDU in Carhaul

Our new contract was just ratified, but at our terminal, we've already started talking about the next one.

I came to the TDU Convention with another member from my terminal, and coming home we're pulling together a meeting in our local to talk about what we do next.

I look forward to next year's convention, meeting with all the great Teamsters who come, and continuing our work to win better contracts and a stronger brotherhood.

The challenge is there. I am hopeful that more and more Teamsters will take the challenge and get involved with us.



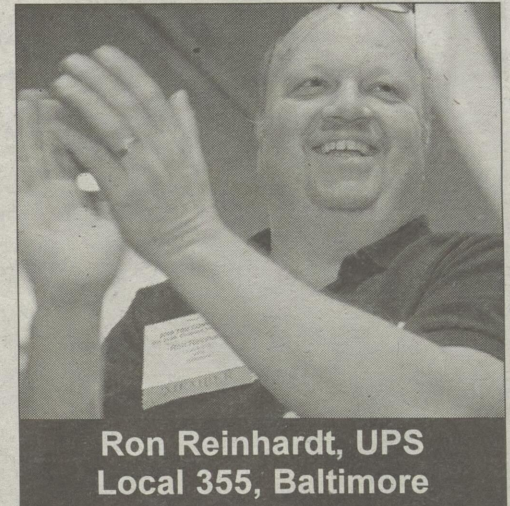
Ken Konrath
Allied, Local 287
Milpitas, Calif.

Learning from Other Teamsters

This was my first convention, and the best part was getting to learn from other Teamsters. We found out that members in Local 804 are all wearing their TDU shirts on the same day. Now at my building we're all going to start wearing our Members United shirts every Thursday.

We're also going to start a TDU Chapter in Maryland. The convention gave me new energy to go home and build the movement to unite Local 355 members and change our union for the better.

I know we can do it. I saw the proof at the TDU Convention.



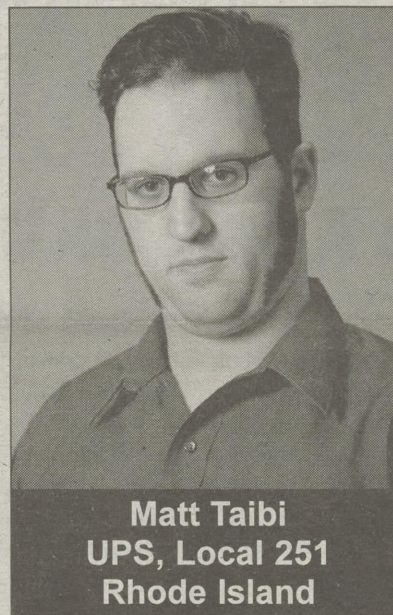
Ron Reinhardt, UPS
Local 355, Baltimore

Spreading the Word

The best thing about the TDU Convention is standing in the room with dedicated Teamsters, and knowing that you're part of a bigger movement.

I've been involved in my union for years, but going to the TDU Convention made me want to get even more involved—and to ask my friends and contacts to get involved in TDU, too. I'm going to spend more time talking to them about TDU, and asking them to join.

Our union needs democracy to make it stronger. The labor movement needs democracy and an active, dedicated membership to improve the lives of workers. TDU breathes life into the Teamsters and fuels the fire against corporate greed.



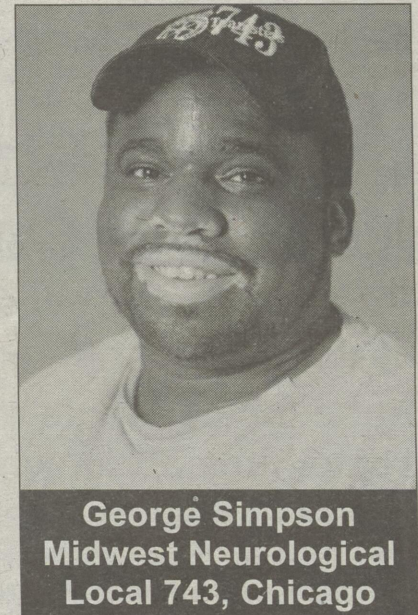
Matt Taibi
UPS, Local 251
Rhode Island

I Joined TDU

It was great to be at the TDU convention in Cleveland and meet Teamsters who cared about our union as much as I do.

There were folks from all over the U.S. and Puerto Rico.

There were great educational workshops and conversations. When I saw all that experience and commitment, I knew I needed to join TDU and be a part of it.



George Simpson
Midwest Neurological
Local 743, Chicago

Convention Elects New International Steering Committee

At the convention, TDU members elected a new International Steering Committee.

The eighteen ISC members oversee TDU staff and finances and work with TDU members to plan our activities in the year ahead.

2008-2009 TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 200
Frank Halstead, Los Angeles Local 572
Michael Ruscigno, New York Local 802
Michael Sawvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

David Kremer, Minneapolis Local 320
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Gina Alvarez, Chicago Local 743
Chuck Deaver, Seattle Local 174
Matt Higdon, Georgia Local 728
Stefan Ostrach, Oregon Local 206
Liam Russert, New York Local 804
Hugh Sawyer, BLET Div. 316
Alex Tenchavez, Los Angeles Local 396

Alternates:

Art Dorsch, Baltimore Local 355
Walter Taylor, New York Local 814
Donna McCuiston, Detroit Local 299

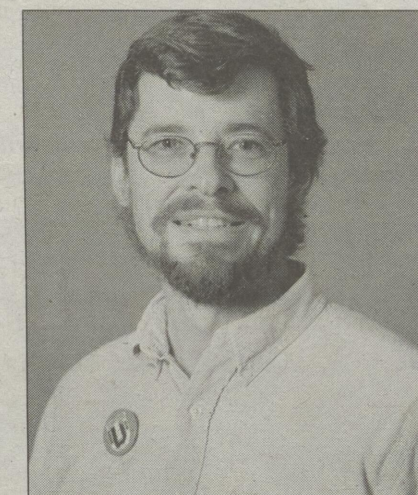
This will be my first time on the TDU steering committee, and I'm excited to roll up my sleeves and get to work.

We set some ambitious goals at this year's TDU Convention. We need more recruitment. We need more education and local workshops. And we need to keep the focus on rebuilding our union.

Now our job is to make these goals a reality. Can you help?

David Kremer

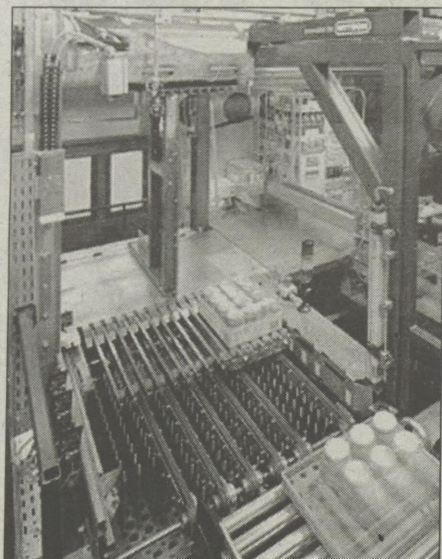
University of Minnesota
Local 320, Minneapolis



Help Do Your Part—Join TDU Today

Use the form on page 2 or call (313) 842-2600.

Automating Teamster Jobs?



A Witron Case Order Machine handling non-perishable items. A typical Witron machine can handle 550 cases in an hour, and build a new pallet every eight minutes.

The new Compton facility will be the first automated perishable facility in the U.S.

Ralphs has announced plans to build the first-ever automated facility in the U.S. to handle perishable grocery items.

California Teamster jobs are on the line.

Until now, grocery warehouses were only automating non-perishable items that could be easily handled by the new machinery.

Ralphs plans to open the new facility at its Compton warehouse in 2011.

The automated facility will partially replace the existing Perishable Service Center at Compton, where approximately 900 Local 572 Teamsters work. The company admits that the automation "could result in a reduction of jobs at our Compton Distribution Center."

This will be Ralphs' second automated facility. The company, owned by Kroger, will open its first automated warehouse in Paramount, Calif. in 2010.

The automation at both facilities is being designed by Witron, a German firm

that is already launching other automated facilities in the U.S. and Europe.

A Slow Change

Many of the largest warehouseers are considering new automated facilities.

Most Teamster warehouse jobs aren't in danger yet. The switch to automated warehousing will be slow, because the new technology is still very expensive.

But there's one thing we can be sure of: employers will keep trying to use new technology to reduce the number of Teamsters on the payroll.

What Our Union Can Do

The new machinery will eliminate some jobs but create others. There will be

new maintenance jobs, jobs fixing problems with cases, and handling some items the machine can't handle.

Workers in Compton have been told they will be retrained on the new machinery. It's our job to make sure that work stays union, and that we can set reasonable limits to the pace of the work.

The new machinery will eliminate some jobs but create others.

There's also more organizing our union can do. The new facilities still require people to unload the trailers. Nonunion lumpers have taken over many jobs that used to be Teamster. Our union should require that Teamster members unload trailers where we can.

This new technology is already widespread in Europe, especially in Spain. The International Union should reach out to European unions and find out how they are dealing with these new challenges.

Life Under New Management:

New A-B Contract Whittles Away Skilled Positions

Teamsters at Anheuser Busch have won a new agreement they can be proud of.

But a look at some of the fine print gives some hints about what life under new management may be like.

Anheuser Busch Teamsters have overwhelmingly approved a new five-year contract that guarantees all 12 breweries will remain open for the life of the deal, plus a wage increase of \$3.95 over five years.

It could have been much worse. A-B is in the middle of being bought up by Belgian-Brazilian brewer InBev—a company notorious for union-busting.

InBev didn't negotiate directly with our union. Company negotiators didn't

go after our union standards this time, after our union reached out to other unions at InBev from across the world.

Subcontracting

Still, the new deal does show some pointers as to what life will be like under InBev management.

InBev's CEO Carlos Brito has a reputation for brutal cost-cutting, and he's pledged to trim \$1.5 billion in operating

costs from A-B by 2011.

In other breweries, InBev management has cut jobs that aren't part of the company's "core." That means subcontracting out maintenance jobs.

The new contract helps pave the way for subcontracting. In the Paint Department, open positions won't be filled, and the department will be eliminated by attrition.

Similarly, utility workers won't be guaranteed new power work located on company property but outside of the brewery's four walls.

Retiree Healthcare Cuts

Another way InBev will seek to cut costs: shifting the burden of retiree healthcare.

Starting in 2013, retirees will pay a

\$500 deductible for family coverage. That deductible will go up to \$1,000 the next year.

Retirees over the age of 65 will also pay a monthly premium of \$100 for family coverage. Retirees under the age of 65 will pay no premiums.

The new contract paves the way for more subcontracting.

"A-B Teamsters should be proud of holding off InBev for this round of bargaining," said Katie Brutcher, a member of Local 1149 in Baldwinsville, N.Y. "But now is the time to get ready for new management."



Central States Fund: Will Waste Management Disaster Spread?

In September, Waste Management forced a disastrous concessionary contract on 240 Milwaukee Teamsters, which stole their pension plan. WMI management defeated their five-week strike and forced them out of the Central States Pension Plan.

Now the concern is that WMI will make the same demand when their 13 other contracts covering Central States Teamsters come up, and that other companies will follow suit.

The Milwaukee Teamsters who don't already qualify for a full pension now will get nothing but their vested benefits, which in most cases will be very low. In place of a decent pension, the company is offering a 401(k) with a weak matching offer.

The International Union talked about using Teamster Power nationally against the corporation, but failed to act.

The time is now—before any more Teamsters' pensions are in jeopardy—for the International Union to have a plan to protect the pensions of all WMI Teamsters.

Convoy Bundles

Distribute *Convoy* and keep members informed about our union.

Sign up for a monthly bundle and we'll bill you with each issue.

- ☐ 20 copies - \$7 an issue
- ☐ 50 copies - \$10 an issue
- ☐ 100 copies - \$14 an issue

Name: _____

Local: _____ Phone: _____

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Return to TDU, PO Box 10128,
Detroit, MI 48210

Protecting Our Pensions in Hard Times

The crisis on Wall Street has millions of Americans—and many Teamsters—worried about their retirement.

Multi-employer pension plans, like our Teamster funds, are still the safest bet for a secure retirement—in good times and bad.

For years, corporate America has been telling members they would be better off if they had all of their retirement in a personal 401(k) plan—instead of the pension plans that hundreds of thousands of Teamster families rely on.

Some pundits even proposed replacing Social Security with personal savings accounts.

Those arguments looked pretty tempting when markets were up.

Now they look really scary.

In the first ten months of 2008, the average 401(k) account has lost 18 to 23 percent of its value, according to the Wall Street Journal. That paper said 401(k)s may be “a failed experiment.”

Not on Your Own

Why are workers in a multi-employer plan better off than in a 401(k) or a company pension? Because they're not on their own, and their pension is based on a “defined benefit,” not just the whims of the stock market.

Our Teamster pension plans have some important protections:

1. You have a defined benefit: you know what you get when you retire. And after you retire, that amount cannot be reduced.

2. The fund pools contributions from different Teamster employers. So you have more protection if your company goes out of business or declares bankruptcy.

3. You can keep building your pension even if you change your job by getting a job with another covered Teamster employer. Even if you don't stay in the same pension fund, many Teamster funds have reciprocity agreements that let you count your years in both funds.

Changes Needed in Pension Leadership

Our pension plans are the best road to a secure retirement. But it's no secret that some members are losing faith in our Teamster plans.

It's no wonder that members lose faith in our plans when Teamster officials hide problems, keep them in the dark, and let the employers call the shots.

The answer is greater accountability,

and Teamster leaders who don't blindly follow the lead of the employers or Wall Street investment firms

In New York, members of Local 804 won the right to have regular reports on their pension at every union meeting, after they were blindsided with pension cuts.

In Baltimore Local 355, members are pushing for a Pension Bill of Rights guaranteeing members the right to know what's going on with their pension—and the right to have a say when changes are needed.

We need Teamster pension trustees who understand that their job is not to keep the costs down for employers, but to fight to protect Teamster benefits.

Pension Divide at UPS

At the beginning of the year, UPS pulled 44,000 Teamsters out of the Central States Pension Fund.

The new UPS-only pension plan did restore early retirement for UPS Teamsters in Central States—but there was a hidden cost.

By 2013, the accrual rate for the new plan will be lower than almost every other UPS Teamster pension plan.

Unlike other Teamster plans, in the new UPS plan, the company doesn't have to make fixed contributions for each employee. UPS management will get to pocket the savings from lower benefits.

We cannot give up what Teamsters fought to win in earlier tough times.

Worse yet, the pull-out divided our members and weakened the Central States Fund. It traded away the large and growing contribution from UPS to the fund for a one time payment of \$6 billion.

New Corporate Attacks

Now other companies want the same deal UPS got.

That's why Waste Management sent in their strike-breaking “Green Team” to Milwaukee this fall.

Their goal was to get Local 200 waste Teamsters out of the Central States Pension Fund and into a 401(k) plan.

Planning for the Future

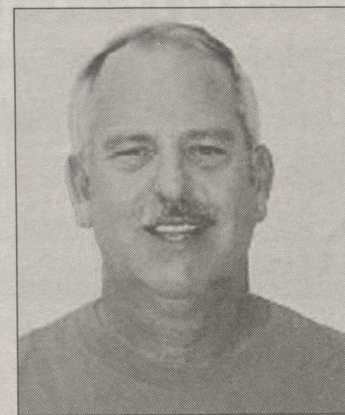
“Pulling out UPS from Central States is now looking like a really bad idea.

“Give up \$600 million a year of sure money for a \$6 billion buy-out? If my math is right, the Hoffa administration traded away our retirement security for only ten years worth of what used to be a sure thing.

“Our union leaders are supposed to look ahead to problems down the road. Now it's up to members like us to keep an eye on how our fund is doing—and look out for our long-term retirement security.”

David Manolis, UPS

Local 391, North Carolina



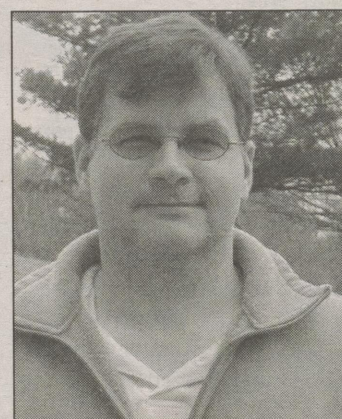
A Pension Bill of Rights

“In Baltimore, we were blindsided when our officials announced that our accrual was being cut to zero.

“For years our officials told us that they were taking care of our fund. Now we know we can't count on their word.

“That's why we're pushing for a Pension Bill of Rights. Members have the right to know how our fund is doing—and to have a say when changes are needed.”

Gary Payne, UPS, Local 355, Baltimore



Western Conference: The Return of Pension Cuts

The Western Conference of Teamsters Pension Fund has cut the pension accrual rate, effective Jan. 1, 2009, to 1.2 percent of employer contributions.

For 2008 the accrual rate was two percent for Teamsters with less than 20 years in the fund, and 2.65 percent for 20-plus years. So this is approximately a 50 percent cut in what each Teamster will add to their pension next year.

The Western Fund is well funded and is in the “Green Zone” under the Pension Protection Act (PPA) standards. This big cut was imposed because of the recent nose dive in the stock market.

TDU will obtain and make available documents that the fund must disclose because of requirements in the PPA, as soon as they are available.

Local 200 Teamsters stood strong on the picket line for a month.

The International threatened to expand picket lines to other WM cities, but they never did, and the company forced members into an inferior 401(k) plan.

The International Union did not use Teamster Power on a national scale against a giant corporation to protect Teamster pensions.

Turn It Around

This is not an easy time to defend our pension plans. But we cannot back down and give up what Teamsters fought to win in earlier tough times.

Turning our pensions around will take the work of thousands of Teamsters working together.

TDU members are helping to build that movement. And you can help.

Get the facts on your plan. TDU and the Pension Rights Center won language in the Pension Protection Act that gives you new rights to get plan documents and actuary reports from your pension plan.

Contact TDU to see if members have already obtained the documents for your plan, or to get a sample letter you can send to your fund.

Keep other members informed. It's harder for management to play games with our retirement when members are watching. You can help keep members informed by distributing *Convoy* or by holding a pension information meeting in your area.

Questions and Answers about the Independent Review Board

Teamster Corruption and the Consent Decree

In 1989, top Teamster leaders agreed to create the Independent Review Board, a body that investigates and polices corruption in our union.

In 1988, the federal government filed a racketeering lawsuit and tried to put our entire International Union under government trusteeship.

Teamsters for a Democratic Union launched a campaign to stop the trusteeship and instead give Teamster members the power to reform our own union by winning the right to vote for International Union officers.

Our campaign—No Mob Control, No Government Control, Right to Vote—won the day.

Top Teamster leaders settled the lawsuit by signing a deal with the government called the consent decree, which adopted TDU's proposal for one-member, one-vote elections.

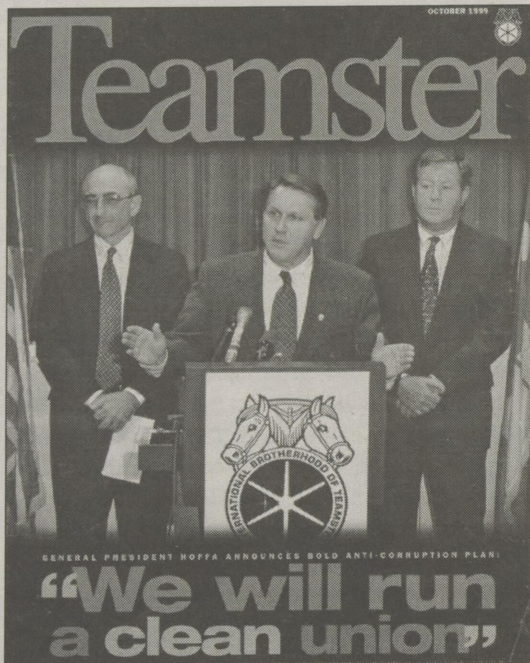
The International Union also agreed to the creation of the Independent Review Board to investigate and remove corruption from our union.

Here are answers to frequent questions Teamster ask about the IRB and the consent decree.

Q: What is the IRB?

The Independent Review Board (IRB) is a body our union agreed to set up to investigate and remove corruption from our union.

The IRB was created after the 1989 consent decree that ended the government's racketeering suit against the top Teamster leadership of the time.



Hoffa hired former prosecutor Ed Stier to head up his own internal anti-corruption program. Stier and his entire staff resigned in 2004. "My problem is with one man: Jim Hoffa," Stier said when he resigned.

Q: Who is on the IRB?

There are three members of the IRB, one appointed by the International Union, one appointed by the U.S. Attorney for the Southern District of New York, and one chosen jointly.

The current three members of the IRB were chosen in 2001.

Hoffa appointed Joseph diGenova, a conservative Republican attorney and former President Reagan appointee.

The U.S. Attorney chose Benjamin Civiletti, who was the Attorney General under President Carter.

Civiletti and diGenova picked William Webster, the former director of the FBI and the CIA, for the third spot.

There is also an investigative team headed by Chief Investigator Charles Carberry, who brings matters before the board.

Q: What can the IRB do? And what can't it do?

The IRB has the power to investigate (including questioning members under oath, examining financial records, etc.) and to make recommendations to the union for charges against officials.

The most serious punishment the IRB can hand out is expulsion from the Teamsters Union; it has no power to bring criminal charges.

The IRB can also recommend that the International Union place a local union in trusteeship.

If the International Union ignores an IRB recommendation, or declines to take appropriate action, the IRB can hold hearings and hand out punishment.

The IRB has no power over running or managing our union. It cannot influence contract bargaining, grievance procedures, pension benefits, political endorsements, officers' salaries or financial priorities.

Q: What has the IRB done, and what could it do better?

IRB actions have led to discipline (suspension, returned funds, and expulsions) of over 600 Teamsters. These decisions are posted at www.irbcases.org.

In 2008, for example, IRB investigations led to the removal of two officials of the International Union.

Don Hahs, the President of the



The government consent decree that established the Independent Review Board also adopted TDU's proposal for the Right to Vote—the strongest protection against corruption in our union. TDU members collected over 100,000 signatures demanding the Right to Vote.

Brotherhood of Locomotive Engineers (BLET) Teamster unit, was caught embezzling union funds via union-paid trips for his wife, season tickets to the Cleveland Cavs, and more. Hahs repaid \$44,963 and was removed from office.

International Vice President Frank Gillen was kicked out for lying under oath about his association with ousted Teamster official Thomas Ryan.

IRB action in 2008 also led to the current trusteeship of Chicago Local 714, a local run by three generations of the Hogan family.

The IRB has come under fire for doing too little to protect members' democratic rights while devoting resources on investigating Teamster officials who are in contact with persons who have been expelled from our union. Such contact is forbidden

Q: How much does all of this cost our union?

The cost for the investigations and IRB members is about \$3 million per year. Teamsters pay about \$800 million per year in dues.

The three members of the IRB are each paid \$100,000 per year. The staff investigators are paid \$84,000 per year. Charles Carberry's law firm, which provides facilities, support and direction to the investigators, was paid \$694,000 last year.

The Hoffa administration often complains about the cost of the consent decree. But these costs include the cost of holding International Union elections and elections for delegates. There is widespread concern that Hoffa's real goal is to eliminate these elections altogether.

Protecting fair and independently supervised elections for International Union officers is a top priority of TDU.

Q: Didn't Hoffa promise to get rid of the IRB?

After Hoffa took office in 1999, he

appointed Ed Stier to head up Project RISE, an internal union anti-corruption task force.

The goal of Project RISE was to take the place of the IRB. But in April 2004, Ed Stier resigned along with his staff, stating that, "My problem is with one man: Jim Hoffa."

Stier said Hoffa was blocking their investigation into connections between organized crime and Teamster officials in Chicago—especially John Coli, the head of Local 727 and Joint Council 25. Coli is now an International Vice President.

Hoffa's goal of ending the consent decree was put on hold.

Q: Can Hoffa get rid of the IRB?

Not on his own. The International Union would have to convince federal judge Loretta Preska to do that. The only effective route would be to convince the U.S. Attorney that the union is policing itself.

The International Union sought commitments from candidates, including President-elect Obama, that they would consider ending the consent order.

Ending the consent order, without further changes to the Teamster Constitution, would affect something much larger than the IRB: our right to have impartially supervised elections for International officers.

The future of the consent order will not be decided by President Obama, but the President appoints the U.S. Attorney for the Southern District of New York, who would have such power.

Q: How do I contact the IRB regarding possible corruption?

You can contact the IRB hotline at 800-225-5472, or call 212-635-0202. Be forewarned that they will not generally tell a member what or whom they are investigating.

Carhaulers Look Toward the Future

In August, Teamster carhaulers stood up, said No to concessions and won an improved contract as a result. But there's more work to be done.

Carhaulers who are upset with the direction of our industry aren't giving up. We're getting organized.

Teamster carhaulers who are upset with the direction of our industry met at the TDU Convention in October to make plans to do something about it.

"We learned in 2008 that carhaulers can have power when we get informed, spread the word and work together," said

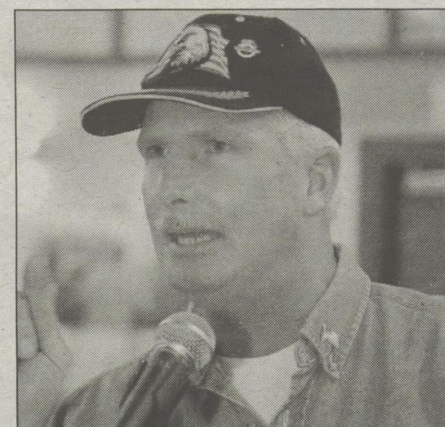
Ken Konrath, a PMT driver in San Jose Local 287. "But we also learned that we could achieve a whole lot more if we don't wait till the last minute. We won't make that mistake again."

The TDU Carhaul Committee is making plans to bring members together in

2009 to enforce our contract, bring Allied back up to full scale, prepare for the next contract just over two years away, and lay the basis for organizing the nonunion competition in the industry.

"We're going to continue to hold conference calls and meetings to share information nationwide," said Matt Studd, a Nashville Local 327 carhauler. "Teamsters for a Democratic Union has been there with information and resources for carhaulers who want a new direction."

"For all my fellow Teamsters who agree that our union is not where it should be, I challenge you to step up and do what's right: join TDU."



Carhauler Matt Studd speaks to the TDU Convention.

Local 917 Carhaulers Swapped to a New Local

For more than a year, carhaulers have been treated like pawns in a game where the carriers, Ron Burkle, the bankruptcy court, and Fred Zuckerman call all the shots.

Now a group of Teamster carhaulers has been swapped from one local union to another with no consultation whatsoever.

New York Local 917 officials decided that carhaulers were too expensive to represent so they swapped more than 175 carhaul members to Teamsters Local 210. In exchange, parking lot attendants were traded from Local 210 into Local 917.

Local 210 is a large miscellaneous local with no carhaul members or experience with the industry. All of the affected

carhaulers work out of New Jersey, which has two carhaul locals: Local 560 and Local 469.

Some of the swapped Teamsters are now in their third local in six months. PTS Teamsters were moved from Local 560 to Local 917 when Allied picked up their work.

None of the Teamsters were ever con-

sulted about the move—let alone given a vote. Members circulated petitions saying that Local 917 carhaulers should be in a carhaul local. But the International Union ruled that the move to Local 210 would stand.

It's time that Teamster carhaulers were heard.

The Local 210 business agent has made a point of reaching out to carhaul members.

But when Allied drivers in Port Jersey

asked him about a shop steward election they were told, "This is not a popularity contest," and that no steward election would be held.

Under the bylaws, Local 210 has the authority to appoint all shop stewards. But nothing prohibits the local from holding an election.

It's only logical that Teamster carhaulers understand our issues better than union officials who have never worked a day in the craft or ever handled a carhaul grievance.

It's time that Teamster carhaulers were heard—and not dictated to.

Carhaul News

Allied's Bonuses: Still Top Secret

Two months after it was revealed that Allied paid bonuses to management personnel, in violation of the "equality of sacrifice" clause of the concession agreement, Teamsters are still in the dark about the issue.

Teamsters who filed grievances on this serious issue have been stonewalled by Fred Zuckerman.

Allied CEO Mark Gendregske, when asked about it at meetings that he held at various terminals, declined to talk about it, and said it is going to arbitration. Arbitration? What happened to the grievance panel?

Once again Zuckerman is showing why so many carhaulers want to see him removed as director and replaced with someone who will be accountable to us, not the companies.

Allied Lowers Speed and Drivers' Pay

In early November Teamster carhaulers at Allied learned that management will turn the governed speed in all tractors down from 66 mph to 62, and many drivers are not happy about it. This amounts to a big pay cut or increase in work time for some drivers who pull trips in states with speed limits of 65 mph or higher.

Allied's unilateral move violates an established past practice. Grievances have been filed at some terminals.

At one terminal, the drivers won a return to 66 mph tractors. In Cottage Grove, Minn. the steward pressed the issue, and management quickly backed off.

If one terminal can win the issue, why can't Zuckerman solve it nationally? Teamster carhaulers have a right to know.

Carhaulers Speak Out

"Carhaul Teamsters learned a great lesson when we voted down the first offer. We beat back the concessions that both the companies and our union bargainers claimed they had to have. We knew times were tough but we stood strong in preserving our contract. That took organization to get it done and that's where TDU comes in.

"We held conference calls where carhaulers from across the country were able to share information and reinforce opposition to the givebacks. Where would working Teamsters be without TDU? We'd be isolated and discouraged. That's no way to be a union. So step up today and help us continue the fight to enforce the contract and save our jobs. Join TDU today."

— Paul Kubal, Jack Cooper, Local 299, Detroit

"Owner operators out of Flint voted down the second contract. It didn't address our issues and we ended up with a worse contract. We need our own supplement.

"We understand the company drivers got changes on most of the proposed concessions so that explains the contract passing. Owner operators need to learn from that fight and organize for our needs. We can push back but, just like the office Teamsters, we don't have the numbers.

"We'll need to get all Teamster carhaulers to understand what we face. We need that majority support on the next contract. That's the union we need to forge."

— J.D. Smith, Allied Owner Operator, Local 332, Flint, Mich.

"It was tough to see the Michigan office supplement bargained away. Our reps claimed it was the best way to defend our jobs. We know they weren't happy that we held up the last contract. Our loss is the price we had to pay for getting an honest vote count. That said, it shows how important the supplement votes can be.

"We need to prepare now to get stronger language and improvements on the supplements in the next contract."

— Ava Miller, Allied, Local 332, Flint

What do you think? Call (313) 842-2600 or email info@tdu.org.

Support TDU's Year-End Fund Drive

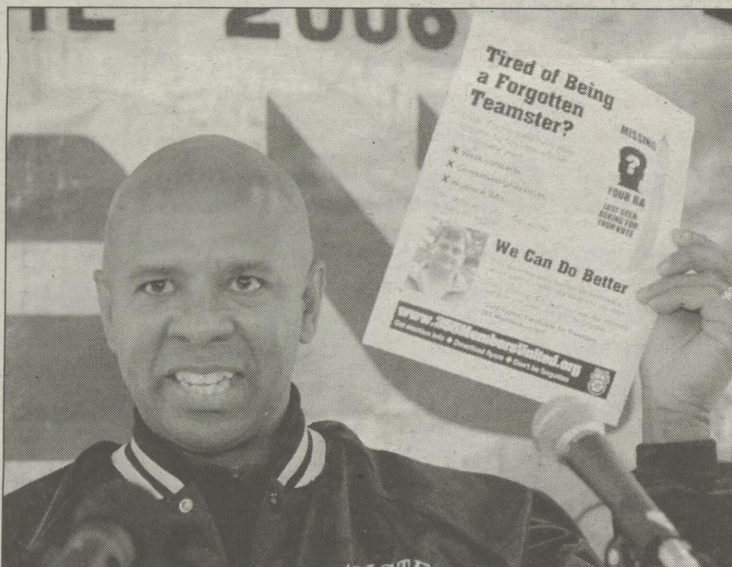
Can You Help Keep TDU Growing in 2009?

"This was my first TDU Convention. I went into it with no expectations. I've been a Teamster for 17 years. Most members I know don't feel like being a Teamster makes you part of something anymore.

"What I saw at the TDU Convention is what a union is all about. The Teamsters there cared about the issues and they cared about each other. They know that they're part of something and that TDU belongs to them.

"TDU belongs to me, too—and to every Teamster who cares about our union. That's why I donated \$500 to TDU. Give what you can to support this cause and put the pride and power back in our union."

— Osmel Utrera, Allied, Local 917, Newark, N.J.



"TDU is about members looking out for other members. We put on educational workshops. We give you the facts in *Convoy*. We let members know our rights and how to use them.

"All that work takes money. That's why I'm donating \$300 this year.

"The TDU staff runs a tight ship, and I know they'll put the money to good use.

"You can break your donation into smaller monthly installments. That's what I'm doing. Can you help by donating, too?"

— Kenny Walker, UPS, Local 355, Baltimore

TDU is supported and sustained by dues and donations from Teamsters like you.

We're happy to report that at this year's TDU Convention, our annual fundraising program brought in over \$31,000.

Our year-end goal is to reach \$50,000—and we're turning to Teamsters like you for support.

No matter whether you donate a little or a lot, do your part to help build a stronger union—donate to TDU.

Yes! I will help support TDU's work in 2009.

TDU Supporter. ☐ \$35 ☐ \$50 ☐ \$100 ☐ \$150 ☐ Other \$ _____

TDU Builders Club—\$200 and above. ☐ \$200 ☐ \$500 ☐ Other \$ _____

I pledge \$ _____/month. Charge my card or send reminders (circle one).

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

MC/Visa/AmEx/Discover _____ Exp Date _____

Return to TDU, PO Box 10128, Detroit, MI 48210

TDU accepts donations only from Teamsters, retired Teamsters and spouses who are not employers. Others may donate to the Teamster Rank and File Education and Legal Defense Fund.